

AGENDA ITEM REQUEST

ORIGINATING DEPARTMENT: ROUTING:	PERSONNEL DEPARTMENT
CITY MANAGER:	DATE: 3/12/269
CITY MANAGER ARPROVAL TO SIGNATURE:	BEGIN PROCEDURES.
PURCHASING:	DATE:
PURCHASING APPROVAL:	SIGNATURE:
<u>LEGISLATIVE AIDE</u> :	DATE: 3/12/09 @
<u>CITY ATTORNEY</u> :	DATE: 3/12/09 @
ITEM REQUEST: APPROVAL OF CHANGES TO OR	DINANCE 715-X.
FUNDING SOURCE:	
N/A	
AMOUNT:	SIGNATURE:
N/A	

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ATTACHED EXHIBITS:						
Ordinance						
SUMMARY EXPLANATION/BACKGROUND INFORMATION/JUSTIFICATION:						
This amendment to Ordinance 715-X: 1) Reduces longevity pay increases for the City Manager and City Attorney; 2) provides for General Executive/Management and Supervisory/Professional employees to receive a retirement health insurance subsidy that is not less than that provided to general bargaining unit employees; 3) reduces governmental money purchase plan benefits for the City Manager and City Attorney; 4) provides pay plan adjustments (COLA's) for covered employees in the same amount and timing as provided to general bargaining unit employees; and 5) adjusts a number of the benefits provided by the City to employees who are newly hired, rehired or promoted into Supervisory/Professional and General Executive/Management positions after May 1, 2009, in order to reduce the City's future labor costs by more closely aligning management benefits with general bargaining unit employee benefits.						
DEPARTMENT HEAD RECOMMENDATION:						
Approval						
PERSON WITH ADDITIONAL INFORMATION:						
NAME: Richard J. Fischer PHONE: (954) 838-4522						
DEPARTMENT HEAD SIGNATURE: Richard J. Fischer, Director of Personnel						
CITY MANAGER RECOMMENDATIONS:						
APPROVED FOR AGENDA PLACEMENT. SIGNATURE: (CITY MANAGER)						

SUNRISE, FLORIDA

ORDINANCE NO. _____

ANORDINANCE OF THECITY OF SUNRISE, FLORIDA, AMENDING ORDINANCE NO. 715-X-98-A, AMENDED; **AMENDING SECTION 2(B)** AMENDING SECTION 2(B)(5) "LONGEVITY"; RENUMBERING AND AMENDING SECTION 2 (M) "RETIREE HEALTH INSURANCE SUBSIDY" TO SECTION 2(N); AMENDING SECTION "GOVERNMENTAL MONEY PURCHASE PLAN"; AND CREATING SECTION 10 "BENEFITS FOR EMPLOYEES HIRED OR PROMOTED INTO MANAGEMENT AFTER JANUARY 1, 2009 MAY 1, 2009"; PROVIDING FOR CONFLICT; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City Commission wishes to amend certain provisions of Ordinance No. 715-X-98 and wishes to create Section 10 relating to Benefits for Employees Hired or Promoted into Management after January 1, 2009 May 1, 2009;

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF SUNRISE, FLORIDA:

Section 1. Section 2(B) "Pay Plan", is hereby amended to read:

The pay plan for each position is attached to and made a part of this Ordinance as Appendix "A." The salary for each pay step is attached to and made a part of this Ordinance as Appendix "B." Pay plan adjustments (COLA's) may be authorized by resolution of the City Commission. Effective January 1, 2009, pay plan adjustments (COLA's) shall be provided to positions covered under this ordinance in the same amount and timing as provided to general employees under the applicable

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collective bargaining agreement for general employees. For active employees as of the date of this ordinance in positions not adjusted for a COLA in calendar year 2008, the 2008 general employees' COLA shall be provided in the same amount and timing.

Section 2.Section 2(B)(5) "Longevity Increase", is hereby amended to read:

(5) Longevity Increase. The City shall provide all senior management employees who have completed ten (10) years of continuous City service or city commissioners elected to at least two terms of office with a longevity step of 2.5%, except that the longevity step for the city manager and city attorney shall be 5%. This longevity step shall be in addition to any other longevity steps for which senior managers are eligible.

Subsidy", is hereby renumbered to 2(N) to read:

Effective September 28, 1999, all General Executive Management and Supervisory/Professional Employees who retire after September 28, 1999, under the normal retirement or early retirement provisions of the General Employees Retirement Plan shall receive a retiree health insurance subsidy of \$200 per month, except that senior

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managers who retire directly from the City after January 1, 2001, shall instead receive an amount equivalent to 80% of the total cost of family coverage under the City's health insurance program, which shall commence at the same time the plan member begins to receive normal or early retirement benefits (other than DROP benefits) and shall continue until the plan member reaches age 65. Effective on the adoption date of this ordinance **+**Ordinance No. 715-X-03-A**-**, upon attaining age 65, General Executive Management and Supervisory/ Professional Employees shall receive seventy-five percent (75%) of the two hundred dollars (\$200) per month subsidy, except that senior managers shall receive seventy-five percent (75%) of the benefit received immediately prior to attaining age 65. If a retired employee dies before age 65, the health insurance subsidy shall continue to be paid to the employee's spouse until the employee would have reached age 65. If an employee who is eligible to retire dies while still in the employ of the City, the health insurance subsidy shall be paid to the member's spouse as if the employee had retired and such payments shall continue until the employee would

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have reached age 65. Also, effective on the adoption date scored through words are deletions and underscored words are additions from 1st reading bold, double-underscored and double-scored through words are additions from 2nd reading

of this Oerdinance No. 715-X-03-B, a spouse of a senior management employee who is married to the employee at the time of the employee's retirement shall continue to receive the health insurance subsidy if the employee dies, regardless of the age of the retired employee at the time of death, provided the employee and spouse are still married. Employees covered under this ordinance who are members of the General Employees' Retirement Plan Those General Executive/Management Supervisory/Professional employees retir<u>eing</u> and separateing from the City after January 1, 2009 May 1, 2009 whose health benefit at retirement is less than the benefit currently being provided to general employees under the applicable collective bargaining agreement for general employees at the time of their separation shall be entitled to the general employee's benefit.

Section 4. Section 6. "Governmental Money Purchase Plan" is hereby amended to read:

(1) A governmental money purchase plan (the "Plan") is established for all management employees with more than 10 years of City service, city commissioners, and senior management employees. The form of the Plan shall

be the ICMA Retirement Corporation Governmental Money SRMRG0303 scored through words are deletions and underscored words are additions from 1st reading **bold,** <u>double-underscored</u> and double-scored through words are additions from 2nd reading

Purchase Plan & Trust. The Plan shall be maintained for the exclusive benefit of eligible employees and their beneficiaries. The Mayor is authorized to execute the Money Purchase Plan and Trust, the Adoption Agreement and the Declaration of Trust of the ICMA Retirement Trust, and any revisions necessary to implement the Plan. The City agrees to serve as a trustee under the Plan and to invest funds under the Plan in the ICMA Retirement Trust. The finance director shall be the coordinator for the Plan; shall receive reports, notices and other documents, from the ICMA Retirement Corporation or the ICMA Retirement Trust; shall cast, on behalf of the City, any required votes under the ICMA Retirement Trust; and may delegate any administrative duties relating to the Plan to appropriate departments. The City authorized the finance director to execute all necessary agreements with the ICMA Retirement Corporation incidental the administration of the Plan, subject to approval review and approval by the City Attorney. For the purposes of this section, the terms "management" and "senior management" shall have the meanings set forth in Section 11-3 of the City Code.

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(2)Effective on the adoption date of ordinance, the City shall contribute: on behalf of each eligible employee, (other management than city commissioners) 3% of Earnings each Plan Year; on behalf of each senior management employee (other than the city manager and city attorney) and each city commissioner, 6% of Earnings each Plan Year; and, on behalf of the city manager and city attorney, effective January 1, 2002, 12% of Earnings each Plan Year, except they shall have the option of receiving in lieu of contributions from January 1, 2002, to the adoption date of this ordinance, a single cash payment.

Section 5. Section 10. "Benefits for Employees Hired or Promoted into Management After <u>January 1, 2009</u> May 1, 2009" is hereby created as follows:

Section 10. Benefits for Employees Hired or Promoted into Management After **January 1, 2009** May 1, 2009.

Effective January 1, 2009 May 1, 2009, for those employees who are newly hired, rehired or promoted from bargaining unit positions into Supervisory/Professional or General Executive/Management positions, or for those individuals who are first elected or appointed as members of the City Commission, the following benefits shall be offered to the same extent and manner as they are offered to the City's non-management general employees: pay plan adjustments (COLA'S); longevity increases; health

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insurance; dental insurance; catastrophic illness insurance; intensive care insurance; life insurance; accidental death or dismemberment insurance; retiree health insurance subsidy; and government money purchase plan. Long term care and long term disability insurances will not be provided by the City, but may be available for purchase at the employee or individual's cost.

Effective January 1, 2009 May 1, 2009, for those employees who are newly hired, rehired or promoted from bargaining unit positions into Supervisory/Professional and General Executive/Management positions, or for those individuals who are first elected or appointed as members of the City Commission, the following additional benefits ("Additional Benefits") shall be provided:

- a) An additional basic benefit limit of \$20,000 in life insurance;
- b) An additional basic benefit limit of \$40,000 in accidental death or dismemberment (AD&D) insurance;
- c) An additional compensation amount of 5% of base salary. This amount may be used to voluntarily purchase Citysponsored insurance benefits, including health, dental, catastrophic illness, intensive care, long-term disability, long-term care, life, and accidental death or dismemberment insurances, subject to the terms and conditions of the insurance plan documents, open enrollment guidelines and eligibility rules as established by the City.

An employee in the General Executive/Management and Supervisory/Professional classification as of December 31, 2008 who is promoted into a higher level position on or after January 1, 2009 May 1, 2009 will retain the same benefit levels in effect on the day prior to the

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promotion, and will not receive (i) Additional Benefits as defined above, or (ii) an enhanced benefit for the following benefits: long-term care insurance; retiree health insurance subsidy; and government money purchase plan.

<u>Section 6. Conflict.</u> All ordinances or parts of ordinances, all City Code sections or parts of City Code sections, and all resolutions or parts of resolutions in conflict with this Ordinance are hereby repealed to the extent of such conflict.

Section 7. Severability. Should any provision of this Ordinance be declared by a court of competent jurisdiction to be invalid, the same shall not affect the validity of the ordinance as a whole, or any part thereof, other than the part declared to be invalid.

<u>Section 8. Effective Date.</u> This Ordinance shall be effective <u>January 1, 2009 May 1, 2009</u>.

PASSED AND ADOPTED upon this first reading this <u>25TH</u> DAY OF NOVEMBER, 2008.

	PASSED	AND	ADOPTED	upon	this	second	reading	this	 DAY
OF _			, 2009).					

Mayor Roger B. Wishner

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Stuart R. Michelson

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Advertisement for Bids

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SUSAN POLING, CITY CLERK
MARCH 14, 2009

LAUDERDALE-9Y-THE-SEA
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Seeled Bids for the Plumbing Services Agreement 2009, eddressed to
the Town of Lauderdale by The-Sea,
Town Clerk, Down of Lauderdale,
Town Clerk, Down of Lauderdale,
Inc., local time, on the 30th day of

Advortisement for Bids
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June White
Town Clerk
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June White
Town Clerk
March 7, 14, 2009

March 7, 14, 2009

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An Ordinance of the Board of County Commissioners of Browner of County County Office of County County Office of County Office of

NOTICE OF PUBLIC HEARING
The following item will be present
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Surrise, Florida on,
Tuesday, Marc Arambers, Surrise
City Hall, 10770 West Oakland Park
Boulevard, Surrise, Florida, S3351,
This item will be on file in the Office of the City Clerk and may be reviewed Monday through Friday, 9:00
The S00 page 10.

POODLE - Mini. \$349. Pedigree, microchip, health certificate, 1 yr warranty. 645 West Hallandale Beach Blvd. 954-454-8077

Wow!

POODLES - STANDARD, WHITE, 2 FEMALES. 1YEAR. ADDRABLE. ADOPT. CALL NOW! **** 561-482-8110 ****

POODLE TEACUP - \$399, 1 year warranty Pedigrae. Health certificate, Microchip. 2160 NW 79 Street, Miami - 305-696-8818. PUGS - (2) Gorgeoust Black and Fawn, Regis-tered. \$500 & \$1500. Cal 954-885-646

City Hall, 19770 West Osaland Park
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AUSTRALIAN SMEPHERD - \$349, 1 year war-ranty Pedigree. Health certificate, Microchip. 2160 NW 79 Street, Mismi - 305-696-8818. BEAGLES - 10wks old. ZM/1F, health cert, tri-color, shots, \$375 each. \$61-262-7571 or \$61-729-3793





BICHON RRISE TOY ~ 539 P. Pedgree, micro-chip, health certificate, 1 y wersenity 45 West Hallandale Beach Bivel. 954-454-8077 BORDE COLLES – Avesomel AKC/BCA, sweeks, vet checked, all shots, health certifi-cate, 5400 each includes delivery * 305-251-7919 *

BOSTON TERRERS - (2) Black & White & Rare Chocolates. \$650-\$1250. Please Call --- \$54-855-6633 ---



BOXER - \$499, 1 year warranty Pedigree. Health certificate, Microchip. 2160 NW 79 Street, Miami + 305-696-8818. CANE CORSONTALLAM MASTIFF - 3 males, 3 females, ICCF registered, gorgeous. \$1000.

Barbara 954-465-3041

CAVALIER KING CHARLES - Puppy, 10weeks, Shots, Sweet, Ruby, Maie, 1 Year Health guarantee \$600, AKC, Call 954-559-0017

CAVALIER/KING CHARLES - Rare tinys, Toys.

It is mandatory that you or your representative attend this pre-bid meeting in order to submit a bid on this project. Deadline: Sealed Bids must be submitted no later than:

April 13, 2009 at 11:00 A.M. Requirements:

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Sealed Bids for the Tree Trimming

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COCKER SPANIEL - S349, 1 year warranty Pedigree. Health certificate, Microchip. 2160 NW 79 Street, Miami • 305-496-88 DACHSHUND PUPS - 4 weeks, Miniature, re short half • 786-797-1616/786-237-6603 st parents.

MAN PINCHER - AKC, shots, wormed, I, Fawn, White. \$700. Mom on site. DOBERMAN PRICHER - AAL, Stroke,
Milles 3700, Morm on site.
Call Chris 954-529-8146
DOBERMAN PUPPES - 5500
Born 01-13-07 Males black or blue.
Stots. Call 954-600-2663
DOBERMAN PLOWERS of Site of Site

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ADOPT FROM PET RESCUE • \$95. Purebreds, etc. Shots and neutered • Call 305-621-8354 • www.petrescuemlami.com

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KITTEN - ADOPTION 954-596-0848 www.felinefriendsfl.com

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INTERNA - Jakey in becase from 5.00 m fully.
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\$50 each, Best limit to call it Tuesday first
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blond & chrocatel, health Carl, devermed, on-shed/fung- elerence lastine relocated.

MALTESE -2, Teacup Tiny, Toy. Gorgeous face and coats \$850/\$1500. Call 954-885-6622

MALTESE - 8 wk old F Mailese. Father papers fr Argentins, Mother US papers. Vet check 1st shot \$800/ 954-599-1014 MALTESE & Adorable Pups, Papers, guaran-teed, health cert. Snowball white, parents

, health cart. Snowball white, parents s, (4) \$509,3700 www.myspace.com/m33326

TER PUPPS - 2- Melis 2- Females. 12 so to health certifies and current . \$600 each. Call (%90, 26:1-513). . \$600 each. \$60

ESE TEACUP - \$489. Pedigree, rochip, health cert, 1 yr warr. 645 West andale Beach Blvd. 954-454-8077

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MALTESE - TINY T-CUPI Baby Doll face. Under 3 pounds Fully grown in writing. All papers. Call 786-709-5248 MALTESE/YORKE - DESIGNER PURPLES (2)



MINIATURE SCINNAUZER - \$650, 4 males, verfous colors, 6 M/s old, registration papers & health cert. Incl. Rebecc. 954-605-6116 MINI DACHSHAMO - 8 weeks, All papers and shots, \$325, « Call 786-709-8544 « Wes speak Registra and Spanish) MINI PRESAMA KITTENS - Short logs, rare shagey coated filler mops - beyond curle!

954-855-6644

REAPOUTAN MASTIFF PUPPIES, BIG

BEAUTIFUL MASTIFF PUPPIES, GREAT FAMILY

DOGS, FANTASTIC GUARD DOGS. DON'T MISS

OUT. Call 561-252-6159

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Pets/Animals Pets/Animals





POMERANIAN TEACUP - \$499, 1 yr warranty Pedigree. Health certificate, Microchip. 2160 NW 79 Street, Miami • 305-696-8818.









PUG - TINY \$499, 1 year warranty Pedigree. Health certificate, Microchip. 2160 NW 79 Street, Miami • 305-696-8818. Wow!

ADOPT
SO pupples SO small breed dogs.
(100) medium & large breeds.
Many dogs % priced.
(150) cats & kittens.
Cats \$25. Kittens % priced.
Tri-Cty Humane Society in Boca

S – Small designer \$200, Small Pure supples \$300 -\$350, Medical & registra pers, Call 954-826-7699

FIRE FIRE

SCHIPPERKE - 5299, 1 year warranty
Pedigree. Health certificate, Microchip. 6Haitandale Beach Blvd. - 954-48-4807.
SHARPE - CHINES, 3 Males, 2 Fermiles, 9
weeks, Gorgeous, Perfect, Hand raised, verchecked, shots, 3850 - 561-330-972s SHIBA INU - FREE to Good Home Beautiful
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SHIM TZU TEACUP - 5399, 1 year warranty
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SAMMEE KITTENS - CFR Reg. Sachleur Point,
Male 8 Farmale, 1st shots, wormed. 3 at \$300.
954-261-3833.
TEA CUP YORKOE TERRIER









ORIGE-T-CUPS - 3 months old. Baby Doll Fac-, Under 3 lbs when fully grown. All papers Id shots. Call 786-709-5248

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Teacups (2) baby doil face, parents under 3lbs shots papers microchip & 1 year guarantee \$900 each £ 786-277-8432 FINE FINES

Wow!

CAT - Rescued, sweet, about 4 yrs old, sho UTD, neutered. Adoption subject to applica-tion & fee shomeforoso@yshoo.com Esther at 305-778-1586